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EMPLOYMENT SOURCING SYSTEM

TECHNICAL FIELD

- 1 The present invention is directed, in general, to an automated system and
- 2 method for matching job seekers with employers having available positions,
- 3 based on the job seeker's qualifications and employer's job requirements. In
- 4 particular, the invention is directed to a online (World Wide Web) and/or
- 5 voice response system for storing information from employment seeking
- 6 candidates, evaluating each candidate's job-related qualifications based on
- 7 criteria set by the employer, quickly eliminating unqualified candidates, and
- 8 tracking the source that referred the candidate.
- 9
- 10 Not Applicable.

1 REFERENCE TO GOVERNMENT FUNDING
2
3
45 BACKGROUND OF THE INVENTION
6

7 For many years, employment agencies (sometimes called search firms) have
8 been attempting to match job candidates to specific job criteria as required by
9 employers. Most employment agencies receive payment only for those
10 positions which they fill with qualified employee candidates. Therefore, in a
11 highly competitive environment, speed in identifying and presenting
12 candidates and presenting to potential employers is very important. It is also
13 extremely important to be able to handle a large number of potential
14 candidates in various fields in order to be in the best position to fill
15 employers' job requirements as they open.

16
17 The most commonly known method of matching personnel to job
18 specification criteria requires a person trained in job placement skills to
19 manually review documents such as resumes and other qualifications related
20 documents while comparing such documents to criteria specified by the

1 potential employer. Such a manual system has several drawbacks. It is
2 obviously very slow in most cases since there is no fast way to sort
3 unqualified candidates from qualified candidates on a large-scale basis. In
4 addition, it can be very time-consuming and therefore quite costly. Further,
5 the amount of applicants may be limited if much of the information about the
6 candidates must be remembered by the search consultants themselves. The
7 amount of candidates may also be limited by the factors such as the
8 geographical location of the job placement center, interpersonal skills of the
9 interviewer, and failure to widely distribute notice of the available position or
10 failure to distribute notice to the appropriate group of individuals. Use of
11 such a system makes it difficult to identify and present a list of qualified
12 candidates together with resumes and other needed information to the
13 requestor in a short period of time.

14
15 Some automated systems for selecting personnel based on job criteria do
16 exist. The majority of these systems merely store information regarding the
17 qualifications of various candidates in a computer database as, for example,
18 in the form of resumes. The searcher then types in certain key words which
19 relate to the job qualification criteria hoping to match the key words with the
20 job criteria. Such systems are limited by the fact that the use of keywords is

1 very imprecise. This is due to the fact that job titles and, in particular,
2 technological slang terms or "buzz" words have meanings which vary quite
3 extensively from employer to employer and from one region to another.
4 Further, such systems are not "user friendly" because they often require
5 significant training and experience with the system before it can be used
6 effectively. Such systems are further limited by misspellings which can
7 commonly occur in large databases and which may cause candidates to be
8 missed by a key word approach. Furthermore, these systems lack automated
9 methods for immediately determining whether each candidate applying for a
10 position meets the criterion for that particular position, while the application
11 process is still being completed.

12
13 High speed, a low cost to hire, and quality candidates are the keys to any
14 successful recruitment program in today's rapid-fire employment market.

15 Downloading resumes from a database saves time but there remains a need
16 for a resume screening process that utilizes an understanding of the available
17 position, the respective business and employer's needs to select suitable
18 candidates for employment.

19

20

SUMMARY OF THE INVENTION

1

2 In many ways the present invention performs much of the traditional
3 functions of an employment agency. For instance, job-seeking candidates
4 can submit resumes and various job preferences, or express interest in a
5 particular position available, and the employer ("clients") are saved the time
6 and expense it would cost for them to find qualified applicants on their own.
7 Recruiting, like most tasks, is vastly improved by computer automation and
8 the Internet. The present invention makes use of both to offer advantages
9 and improvements over previous systems by, among other things, providing
10 a logically-reasoned though fully-automated and user-friendly method for
11 determining in real-time whether a candidate suits a particular job based on
12 the candidate's qualifications and client specifications.

13

14 The present invention incorporates client-established requirements to screen
15 candidates with the particular job-related criteria supplied by potential
16 employers. Using the client's own criteria to screen candidates yields
17 intelligently chosen candidates who are best suited for the available position,
18 which is comparable to that of an experienced human recruiter. However,
19 the present invention is much more versatile and cost-effective because
20 clients from diverse industries can supply and tailor their criterion to suit

1 their own particular needs, which may include details related to highly
2 specialized areas. The screening criteria may include tests which evaluate the
3 candidate's technical proficiency, work-related skills, fit with company
4 culture, or any other area which the client deems pertinent to the position.
5 The candidate's results may thereafter be reviewed by the client. Preferably,
6 any questions posed to the candidate are answered by picking from multiple
7 choice, yes or no, or otherwise easily gradable.

8
9 The present invention may be accessible online at an internet website in its
10 entirety, but also offer certain features via a telephonic voice recognition
11 system.

12
13 The present invention may be accessed by directly typing in the uniform
14 resource locator (URL) of its host website, via hyperlink on a client's web
15 page, or by using an internet search engine such as Metacrawler, Yahoo,
16 Infoseek, etc. Preferably, clients pay a system usage fee for each candidate
17 upon that candidate completing the registration process. Additionally,
18 banner ads, buttons, or the like, that comprise links to the present invention
19 may be incorporated in various other websites, such as Salon.com,
20 Amazon.com or Ebay.com for example, thus increasing the group of possible

1 candidates and providing convenient access to the inventive system. The
2 present invention makes note of how each candidate arrives to its host site,
3 and may thereafter pay a referral fee, if appropriate. Preferably, a referral fee
4 is paid only if the candidate fully completes the registration process, thus
5 providing incentive for referral sites to promote links with the present
6 invention, and to encourage each candidate to complete the registration
7 process.

8 9 BRIEF DESCRIPTION OF THE DRAWINGS

10 The advantages, and the system and apparatus of the present invention will
11 be understood from the following description taken together with the
12 drawings, in which:

13
14 Figure 1 is a schematic diagram of a system for implementing the
15 method of the present invention;

16 Figure 2 is a schematic diagram of the method for implementing
17 another aspect of the present invention;

18 Figure 3 is a flow chart illustrating operation of the administration
19 system feature of the present invention;

20 Figure 4 is a flow chart illustrating operation of the "modify positions"

aspect of the administration system;

Figure 5 is a flow chart illustrating operation of the “find a job seeker” aspect of the administration system;

Figure 6 is a flow chart illustrating operation of the “gatekeeper” aspect of the administration system;

Figure 7 is a flow chart illustrating operation of the “hotline administration” aspect of the administration system; and,

Figure 8 is a flow chart illustrating operation of the “request a report” aspect of the administration system;

Figure 9 is a flow chart illustrating operation of the “hired protection system” feature of the present invention;

DETAILED DESCRIPTION OF THE INVENTION

Figures 1 through 9 illustrate an embodiment of the present invention.

In Figure 1, a candidate enters the web site of the operator of system 10 from a client’s homepage, as illustrated by process steps 12 through 16. Each new transfer from a client homepage at process step 12 to system 10 accrues an identifying “token” at step 14. Preferably, these tokens are used to charge the client for each candidate entering system 10 that fully completes the

1 registration process.

2

3 A first page comprising a main menu with selectable options is presented to
4 the candidate at process step 16. This represents the candidate's first contact
5 with the inventive system. Preferably, the present invention comprises a first
6 page and series of following pages for each individual client. It is preferred
7 to have pages for each client that substantially resemble the style and
8 substance of the client's own homepage, thus appearing as though the
9 present invention is part of the client's website.

10

11 In this embodiment, the main menu in process step 16 offers three options.

12 Preferably, each option may be accessed by a representation of a three-
13 dimensional button which may be "pushed" by placing the mouse pointer on
14 it and clicking the left mouse button. At process step 16, the candidate may
15 search for jobs by job category, update his or her resume or search for jobs by
16 location.

17

18 If the candidate chooses to search for jobs by job category, a new menu is
19 presented to the candidate comprising the available jobs listed by category as
20 established by the client from whose homepage the candidate entered system

1 10. Preferably, each new menu is a "pop-up" type menu. Process step 18
2 illustrates a menu as an example showing that the client has available
3 positions as a programmer and sales representative. Selecting either job
4 category would provide new menus, as illustrated in process steps 20, 22, 24
5 and 26, listing further information regarding the available positions and
6 providing the candidate with the opportunity to apply.

7
8 If the candidate selects to search by location, process steps 28, 30, 32, 34, 36, 38
9 and 40 illustrate menus which are generated according to the candidate's
10 geographical preferences showing the available positions at each location.

11
12 The remaining option in the main menu of process step 16 provides the
13 opportunity for the candidate to update his or her resume. Candidates
14 choosing to update their resume have entered system 10 at this client's
15 particular page previously and submitted a resume. These candidates are
16 immediately directed to the registration manager in process step 42.

17 Preferably, a candidate must go through the registration process and submit
18 a resume for each client even if that candidate has undergone the registration
19 process for another client. Furthermore, the candidate may be made to go
20 through the registration process as many times as that candidate applies for

1 different positions with the same client. This may depend on the relative
2 degree of similarity between the particular positions or client specifications.

3

4 The registration manager illustrated in process step 42 of this embodiment
5 prompts the candidate for identification to proceed within system 10. Each
6 candidate is provided with a unique Universal Identification Number (UIN),
7 and may choose a password. A candidate entering system 10 to update his or
8 her resume must enter the information he or she received previously.

9 Preferably, the candidate must correctly enter their password only when
10 returning to process step 42 of system 10, or when returning to password-
11 required areas of system 10 from non-password-required areas of system 10
12 or another website.

13

14 After the candidate submits the pertinent data in process step 42, a search for
15 the candidate's resume in client's database 44 is performed in process step 46.
16 If it exists, the resume template, with information as previously submitted by
17 the candidate, is displayed on the screen in process step 48 and it can be
18 updated by the candidate. If a resume does not already exist, the candidate is
19 presented with client's job specific questions in process step 50. Preferably,
20 these questions are multiple choice, answerable by a "yes" or "no", or

1 otherwise capable of being evaluated and scored immediately in process step
2 52. The scoring feature is optional and the values for each question may be
3 set by the client. If the candidate meets the criteria, the candidate will be
4 directed to submit further information in process step 48. If the candidate
5 does not meet the criteria, then the candidate will be directed to the main
6 menu of process step 16, as illustrated in process step 54, where the candidate
7 may select a different position or quit the search.

8

9 Preferably, the resume template, illustrated as process step 48 in this
10 embodiment, comprises a plurality of defined areas for entering data. This
11 data may include any information typically found in a resume, such as
12 objectives, previous employment, technical experience, education,
13 professional skills, affiliations, etc. The resume template may also include
14 areas for the candidate to provide written responses to questions provided by
15 the client. For example, the client may provide an area for the candidate to
16 explain why he or she believes they should be hired by the client.

17

18 Newly submitted information or updated resumes entered in process step 48
19 are directed to the client's resume database 44, and a copy is also stored in
20 database 56 of system 10.

1

2 Another aspect of the invention is illustrated in Figure 2. Here, a candidate
3 enters the website of the operator of system 10 via a link from a web site
4 other than the client. The web site the candidate originated from, that is, the
5 referral source, is noted by system 10 which generates a "token" identifying
6 the referral source in step 60.

7

8 Preferably, a referral fee is paid only when the candidate has fulfilled the
9 requirements necessary to earn a system usage fee (i.e., fully completes the
10 registration process) from the client. System 10 notes each candidate and the
11 referral source. If the candidate does not fulfill the requirements to earn a
12 system usage fee, but returns to system 10 at some later time and does so, the
13 referral source then earns its referral fee. Preferably, this holds true even if
14 the candidate returns to system 10 from a second source other than the first
15 referral source. However, if the candidate were to enter system 10 from the
16 second source, after fulfilling the requirements as described above, and apply
17 for a position with a different client, that second source has potentially
18 earned a referral fee.

19

20 After entering system 10, a screen listing available job opportunities is

1 displayed to the candidate in process step 62, which may be include
2 information regarding the client, type of position or location of position. If
3 the candidate is interested in applying for a position, he or she is directed to
4 the registration manager screen in process step 64, which is analogous to
5 process step 42 in Figure 1. As illustrated in process steps 66-70, a previously
6 registered candidate may update his or her resume or further pursue a job
7 search. If the candidate is not registered, the candidate will be asked to fill
8 out the resume template in process step 70. The completed resume template
9 is kept in the system database 72. If there is a reason to contact the candidate,
10 such as an available position that the candidate may be qualified for, based
11 on information provided in the resume template screen, such as skills,
12 experience, job preferences, etc., the candidate will be notified in process step
13 74, preferably by email.

14
15 Preferably, the candidate may eliminate particular employers from
16 consideration or choose to restrict certain personal information from being
17 forwarded to certain clients in process step 70.

18
19 After the resume template in process step 70 is completed, the candidate is
20 directed to the menu in process step 76. The menu comprises options for

1 searching available positions by job category and by location, as in process
2 step 16. Process step 76 illustrates a further option allowing the candidate to
3 access a specific position by entering a reference code, such as an
4 alphanumeric identifier. Each position is given a unique reference code.
5 Entering a reference code in process step 76 directs the candidate to that job
6 description in process step 106, and then on to the client-specific questions in
7 process step 108.

8
9 In this embodiment, after the candidate selects a job to apply for, he or she is
10 directed to the client's page within the present invention, as described in the
11 discussion of Figure 1. Therefore, a candidate passing from process step 76
12 into process steps 78 through 108 would be in the same series of pages or
13 screens as if the candidate had entered the inventive system from a client's
14 homepage.

15
16 If the candidate is not qualified, process step 112 directs the candidate to the
17 menu illustrated in process step 76. If the candidate successfully completes
18 the client-specific questions, the candidates resume, i.e., data entered in
19 process step 70, is transferred to the client resume database in process step
20 114.

1 Process step 116 provides the opportunity for the client to review and
2 approve a candidate's submission of information. The client may also wish to
3 set the present invention to automatically approve of candidates that fully
4 complete the registration process. Preferably, approval of a candidate in
5 process step 116 triggers a referral source check and payment of the referral
6 fee, as illustrated in process steps 118 and 120.

7
8 Figures 3 - 8 illustrate the administration system of the above embodiment of
9 the present invention. As shown in process step 130, entry to this area is
10 restricted, thus maintaining confidentiality and the security of the system.
11 Access may be granted to those client administrators for all or only some
12 functions and areas within the inventive system. For example, a designation,
13 such as in this embodiment: enterprise, corporation, multi-business unit
14 corporation, region, etc., may be used to indicate the level of security
15 accessible. Process step 136 illustrates the administrative options in this
16 embodiment.

17
18 The "modify positions" option is illustrated by process steps 138 - 152 in
19 Figure 4. Preferably, various positions are predefined in the inventive
20 system, thus allowing the client administrator to enter the inventive system

1 and quickly open new positions in any desired location.

2
3 The "find a job seeker" option is expanded in Figure 5, and as illustrated by
4 process steps 154 - 166, allows the client administrator to search their client
5 database for candidate information by identification number, name or
6 position. In this embodiment, the search may be further defined by entering
7 the time period the candidate submitted information or by the location in
8 which the candidate expressed interest, as illustrated by process step 158.

9 Candidates resumes may be viewed, printed, sent via e-mail, or locked.

10 Preferably, resumes are locked while those candidates are being considered
11 for a position with the client.

12
13 The "gatekeeper" option is expanded in Figure 6. In this embodiment, there
14 are three accessible areas within process step 182. The security function, as
15 illustrated by process steps 206 - 208, allows the client gatekeeper to control
16 the amount and duration of resume locks available to each administrator.

17 The utility function, illustrated by process steps 210 - 222, provides a means
18 for sending email broadcasts to candidates, generate reports and create
19 general press releases to be transmitted via email to candidates that were
20 interested in being on the client's mailing list. The resume function in

1 process step 182 comprises a menu in process step 184 providing various
2 options regarding the client's collection of resumes. Resumes may also be
3 manually added to the client database as illustrated in process step 186.
4 Resumes may be modified or deleted as illustrated in process steps 194-196
5 and 188 and 198. Resumes may be approved or rejected in process steps 200
6 and 202 by the client if that client has not chosen to automatically approve
7 those candidates that have completed the registration process. If the client
8 has chosen automatic approval, then incomplete registration would result in
9 a rejection and the candidate would be notified by their chosen method of
10 notification and asked to submit the missing information. The client may
11 manually adjust the candidate's score in process step 204. For example, a
12 client may wish to add or subtract points based on a telephone interview.
13
14 Process step 190 allows the gatekeeper to remove locks which are placed on
15 candidates during the hiring process as also illustrated in Figure 5, and mark
16 candidates as hired in process step 192. Preferably, marking the candidate as
17 hired prevents that candidate's resume from any further searches for
18 available candidates but does not remove the candidate's resume from
19 system database 72.

20

1 The "hotline administration" function is expanded in Figure 7. This
2 embodiment of the present invention comprises an automated voice response
3 system for applying for available positions in addition to the inventive online
4 system. Changes made using the online hotline administration functions
5 make immediate changes to the automated voice response system program.
6 Preferably, the voice response system is used for positions which the client
7 feels does not necessitate formal resume submission. Candidates may submit
8 information through the phone. If a candidate using the voice response
9 system decides to apply for a position where a resume is required, the
10 candidate will be prompted to use the online system or given a mailing
11 address and phone number. Process steps 234, 252, 254, and 256 allow the
12 client administrator to set the available interview times to be filled
13 automatically by the present invention. It is preferred to preset an interview
14 schedule for only certain types of job openings. The modify positions
15 process step 236 is the same as that described by process step 138 in figure 4.
16 Find a job seeker in process step 240 is the same as process step 154 in figure
17 5 except that it would search candidates that have been pre-screened in the
18 hotline administration whereas the resume system allows the client to view
19 candidates that have submitted resume information in the inventive system.
20 Requesting a report in process step 244 directs the client through process step

1 168 in figure 8 although the resulting report would regard the hotline
2 administration system.

3
4 The training function in process step 248 directs the client administrator to an
5 online training system on the different features of the present invention. The
6 homepage function in process step 250 transfers the client administrator from
7 the administration system to the present invention's homepage. The system
8 settings function in process steps 246, and 268-272, provide a mechanism for
9 changing telephone "scripts", checking statistical data regarding calls to the
10 system, and adjusting voice response settings. The auto outreach function in
11 process step 238 and 256-266 allows the client to contact various agencies,
12 such as community organizations, employment agencies, the department of
13 labor, school career offices, etc., to send notification of newly available
14 positions.

15
16 The "request a report" option is expanded in Figure 8 as illustrated by steps
17 168 - 176. The administrator may view and select from pre-designed reports
18 comprising various system performance data or order a custom made report
19 comprising the particular categories desired. Some of the types of reports are
20 listed below:

- 1 SELECT REPORT LISTING - List and description of all reports available.
- 2 ALL POSITION INFORMATION REPORT - Listing of open positions and all
- 3 positions that have ever been activated by a particular location. Also
- 4 provides general information about the activated positions.
- 5 INTERVIEW REPORT- List of interviews scheduled during the current
- 6 interview schedule window, or for a date or range of dates selected. This
- 7 report can be used for past or present interviews.
- 8 GENERAL QUESTIONS SCRIPT REPORT- List of all general questions now
- 9 being asked as part of the Evaluation Survey, the order in which asked, and
- 10 the acceptable answers.
- 11 POSITION SPECIFIC QUESTIONS SCRIPT REPORT- List of all position
- 12 specific questions now being asked as part of the Evaluation Survey, the
- 13 order in which asked, and the acceptable answers.
- 14 CALLBACK SYSTEM CANCELLATION REASONS - Detail of reasons, caller
- 15 by caller, as to why they canceled an interview appointment.
- 16 NAMED ADVANCE INTERVIEW REPORT - List of interviews scheduled
- 17 during the current interview schedule window, or for a date or range of dates
- 18 selected.
- 19 PASSING CALLER RESULTS SUMMARY - List of applicants who passed the
- 20 evaluation for a specified date range. Includes: interview date, time, and

1 score.

2 FAILING CALLER RESULTS SUMMARY - List of applicants who failed the
3 evaluation for a specified date range. Includes: call status and score.

4 CORPORATE POSITION LIST BY DISCIPLINE - List of all positions sorted
5 by name.

6 CORPORATE POSITION LIST BY POSITION NUMBER - List of all positions
7 sorted by number.

8 OPEN POSITION SCHEDULE REPORT - List of open positions, their
9 respective interview schedules, the number of interview slots remaining
10 available, if always open, if wait list active.

11 AUTO-OUTREACH NOTIFICATION REPORT- Auto Agency Notification
12 Report.

13 AUTO OUTREACH AGENCY LIST REPORT - Lists all job agencies you
14 notify about open positions.

15 AUTO AGENCY PERIOD STATUS REPORT - Lists all job agencies you
16 notify about open positions.

17 INTERVIEW AVAILABILITY REPORT - Total number of interviews
18 scheduled and interview slots remaining in current interview window.

19 GENERAL QUESTION RESPONSE REPORT - Summary of responses to
20 general questions. Order by date or date range.

- 1 ALL QUESTION RESPONSE REPORT - Detail of responses to all questions
- 2 for all positions. Order by date or date range.
- 3 GENERAL QUESTION RESPONSE REPORT - List of all general questions
- 4 (with text) and responses. Order by date or date range.
- 5 REAL TIME CALLER STATISTICS REPORT - Details of all calls with
- 6 breakdown of how processed. Order by date or date range.
- 7 INTERVIEW SCHEDULING RESULTS - Detail of all calls (called, ssn
- 8 entered, interview scheduled) with breakdown by how many processed.
- 9 Order by date or date range.
- 10 USAGE ANALYSIS REPORT- Daily breakdown of hourly call volume. Order
- 11 by date or date range.
- 12 POSITION SELECTION TOTALS - Counts passing applicants by position
- 13 selections.
- 14 ZIP CODE SELECTION TOTALS - Counts number of callers in each entered
- 15 zip code, along with its pass/fail count.
- 16 EVALUATION LINE DAILY STATISTICS - Daily breakdown of calls in the
- 17 Evaluation line by date range.
- 18 SCHEDULING LINE DAILY STATISTICS -Daily breakdown of calls in the
- 19 Scheduling line by date range.
- 20 CORPORATE QUESTION LIBRARY - List of approved interview questions

1 and question codes.

2 CORPORATE APPLICANT STATUS LIBRARY - List of Applicant Status

3 codes and message text.

4 CORPORATE POSITION DESCRIPTIONS - List of Corporate Positions with

5 the full descriptions heard by callers.

6 ONLINE REPORT LISTING - List and description of all reports available on

7 the present invention's website.

8 DAILY RESUME ENTRY REPORT - List of resumes received by date or date

9 range selected. Same report that can be automatically sent on weekdays.

10 RESUME ENTRY NOTIFICATION - A report of containing a summary of

11 one resume after it is entered by the job seeker.

12 INDIVIDUAL FORMATTED RESUME - A formatted, printable resume for an

13 individual.

14 INVENTORY OF STORED RESUMES - LOCATION - Inventory of Stored

15 Resumes - Location Level

16 RESUME FILED DROP DOWN CHOICES - List of all dropdown box choices

17 for field found on the resume tabs.

18 DAILY RESUME ENTRY REPORT - List of resumes received by day or date

19 range selected. Same report that can be automatically sent on weekdays.

20 RESUME ENTRY REPORT BY POSITION - List of resumes received by

1 position.

2 RESUME ENTRY REPORT BY LOCATION - List of resumes received by day
3 or date range selected. Same report that can be automatically set on
4 weekdays. This is sorted by location rather than date.

5 INVENTORY OF STORED RESUMES - CORPORATE - Inventory of stored
6 resumes - corporate level

7 INVENTORY OF LOCKED RESUMES - CORPORATE - Inventory of locked
8 resumes - corporate level

9 REFERRAL SOURCE REPORT - Checks all resumes within a specified time-
10 frame for their referral source.

11 ESSENTIAL FIELDS RESUME CHECK - Checks all resumes within a
12 specified time-frame to make sure they have the essential information
13 entered.

14 CORPORATE POSITION REPORT - List of all position that have been setup
15 on the system.

16 RESUMES TO BE PURGED - List of resumes to be purged.

17 Figure 9 illustrates the hired protection system. After a candidate is
18 interviewed, a check is made to determine whether or not that candidate was
19 hired, as illustrated in process step 286. If the candidate was hired then the
20 candidate's resume is blocked from further access. If the candidate was not

1 hired then nothing further is done with the candidate's resume. However, if
2 the resume was locked, that lock should be released.

3

4 The foregoing has outlined, rather broadly, preferred and alternative features
5 of the present invention so that those skilled in the art may better understand
6 the detailed description of the invention that follows. Additional features of
7 the invention will be described hereinafter that form the subject of the claims
8 of the invention. Those skilled in the art should appreciate that they can
9 readily use the disclosed conception and specific embodiment as a basis for
10 designing or modifying other structures for carrying out the same purposes
11 of the present invention. Those skilled in the art should also realize that such
12 equivalent constructions do not depart from the spirit and scope of the
13 invention in its broadest form.